

ABSTRAK

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2019**

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Pengaruh Budaya Organisasi, Gaya Kepemimpinan, Kepuasan Kerja Terhadap Kinerja Karyawan PT. Asuransi Adira Dinamika Pada Divisi Operating dan IT Serta Tinjauannya Dari Sudut Pandang Islam

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, gaya kepemimpinan, kepuasan kerja terhadap kinerja karyawan pada PT. Asuransi Adira Dinamika pada divisi Operating dan IT. Responden pada penelitian ini adalah karyawan PT. Asuransi Adira Dinamika pada divisi Operating dan IT sebanyak 50 responden. Teknik pengumpulan sampel menggunakan quota sampling yang terdapat di non probability sampling. Metode analisis data yang digunakan pada penelitian ini adalah uji linier berganda, uji t (parsial) dan uji F (simultan). Hasil penelitian menunjukkan bahwa: (1) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) gaya kepemimpinan berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan, (3) kepuasan kerja pengaruh positif namun tidak signifikan terhadap kinerja karyawan, dan (4) budaya organisasi, gaya kepemimpinan dan kepuasan kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan. Menurut sudut pandang Islam, Islam mewajibkan kepada umatnya untuk selalu berusaha dan selalu kerja kerja di jalan Allah SWT (halal, baik, barokah, dan tidak berbuat zalim) sehingga kesejahteraan dan kepuasan dalam hidup dapat tercapai.

Kata Kunci: Budaya Organisasi, Gaya Kepemimpinan, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

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2019*

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Effect of Organizational Culture, Leadership Style and Job Satisfaction on Employee Performance at PT. Adira Dynamics Insurance in the Operating Division and IT as well as reviews from the Islamic perspective

Descriptive Abstract

This study aims to determine the effect of organizational culture, leadership style and job satisfaction on employee performance at PT. Adira Dinamika Insurance in the Operating and IT divisions. Respondents in this study were employees of PT. Adira Dinamika Insurance in the Operating and IT divisions as many as 50 respondents. The sample collection technique uses quota sampling found on non probability sampling. The data analysis method used in this study is multiple linear test, t test (partial) and F test (simultaneous). The results showed that: (1) organizational culture has a positive and significant effect on employee performance, (2) leadership style has a negative and not significant effect on employee performance, (3) positive but not significant job satisfaction on employee performance, and (4) organizational culture, transformational leadership style and job satisfaction simultaneously have a positive and significant effect on employee performance. According to the Islamic point of view, Islam requires the people to always try and always work in the way of Allah SWT (lawful, good, blessing, and do not do wrong) so that prosperity and satisfaction in life can be achieved.

Keywords: *Organizational Culture, Leadership Style, Job Satisfaction, Employee Performance*